

# Service Employees' International Union – Local 1021 (SEIU)

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED



<b>Memorandum of Understanding (MOU) Term</b>	March 1, 2019 – February 28, 2023
<b>Bargaining Units</b>	Clerical - 01 Service & Technical Support - 05 Maintenance - 10 Social Services - 25 Nursing Services - 80 Supervisory - 95
<b>Health and Welfare</b>	
<b>Benefit Level</b>	Fulltime (80 hours/1.0 FTE)
<b>Medical</b>	<b>Semi-Monthly County Contribution</b> <b>Effective June 1, 2019 – May 31, 2020</b> \$350.00 Employee Only \$700.00 Employee +1 \$990.00 Employee +2 or more
<b>Dental</b>	\$59.22 – Semi-Monthly County Contribution <b>Suspended till June 1, 2020 – Semi-Monthly Employee Contribution</b>
<b>Vision</b>	County Paid - \$7.85 Semi-Monthly
<b>Basic Life Insurance – County Paid</b>	1 time Annual Base Salary
<b>Supplemental Life – Employee Paid</b>	\$10,000 Increments (\$500,000 maximum when combined with Basic Life)
<b>Dependent Life – Employee Paid</b>	\$5,000 per Eligible Dependent
<b>Accidental Death &amp; Dismemberment – County Paid</b>	1 time Annual Base Salary
<b>Leave Provisions</b>	
<b>Vacation</b>	Accrue up to 4.94-8.01 hours based on years of service not to exceed 280 hours for Non-Supervisory and 360 hours for Supervisory
<b>Vacation Savings Plan (VSP) – Employee Paid</b>	Set aside up to 20 hours of base pay each plan year during years 3 through 5
<b>Holiday</b>	12 holidays per year +1 Floating Holiday per year (no carryover or cash-out)
<b>Supervisory Leave (0095 only)</b>	8 hours per year (no carryover or cash-out)
<b>Sick</b>	Accrue up to 3.68 hours
<b>Paid Parental Leave</b>	320 hours (Subject to eligibility requirements) Part-time employees benefit based on pro-rated hours
<b>Compassionate</b>	Up to 32 hours per eligible occurrence

*In the case of conflict between the information presented in this summary and the current Memorandum of Understanding (MOU), the MOU determines the benefit. This document does not constitute a contract. Benefits are subject to change. For benefit details, please refer to the Salary Resolution or Memorandum of Understanding in effect for this employee group.*

Revised: October 14, 2019

Retirement - Pension	
<b>Tier 1</b> (Retirement system membership on or before 12/31/2012; reciprocity provision may apply)	3% at 60
<b>Tier 2</b> (Retirement system membership on or after 1/1/2013)	2% at 62; 2.5% at 67
Retirement - Other	
<b>457 - Voluntary Deferred Compensation</b>	Employee Paid (Optional)
<b>Retiree Medical Plan – Hired Prior to January 1, 2009</b>	See Memorandum of Understanding for eligibility requirements
<b>Retiree Health Reimbursement Account (HRA) – Hired on or after January 1, 2009</b>	\$2,400 Lump Sum Deposit upon meeting eligibility criteria; then up to \$46.40 thereafter
Other Benefits	
<b>Staff Development/Wellness Reimbursement</b> <u>Non-Supervisory (0001, 0005, 0010, 0025)</u> <u>Non-Supervisory (0080)</u> <u>Supervisory (0095)</u>	\$500 per Fiscal Year \$600 per Fiscal Year \$650 per Fiscal Year
<b>Dependent Care Assistance Program (DCAP)</b>	Voluntary
<b>Health Flexible Spending Account</b>	Voluntary
<b>Short Term Disability</b>	Employee Paid through SEIU Union Insurance Services
<b>Long Term Disability</b>	County Paid
<b>Employee Assistance Program (EAP)</b>	County Paid

#### Semi-Monthly Medical Premium Out-of-Pocket Cost – Examples based on 2019/2020 medical plan premiums

**Example #1:** Employee elects Kaiser Permanente HMO with Employee Only coverage.

\$431.87 Premium  
- \$350.00 County Contribution  
**\$81.87 Employee Semi-Monthly Out-of-Pocket Cost**

**Example #2:** Employee elects Sutter Health Plus with Employee + 1 dependent coverage.

\$645.80 Premium  
- \$645.80 County Contribution  
**\$0.00 Employee Semi-Monthly Out-of-Pocket Cost**

**Example #3:** Employee elects Western Health Advantage with Employee + 2 or more coverage.

\$1,105.40 Premium  
- \$990.00 County Contribution  
**\$115.40 Employee Semi-Monthly Out-of-Pocket Cost**

*In the case of conflict between the information presented in this summary and the current Memorandum of Understanding (MOU), the MOU determines the benefit. This document does not constitute a contract. Benefits are subject to change. For benefit details, please refer to the Salary Resolution or Memorandum of Understanding in effect for this employee group.*

Revised: October 14, 2019